

FIT4WORK

EARLY INTERVENTION WORKPLACE PROGRAM

Prevent injuries. Lower costs. Keep your team working.

An onsite Exercise Physiology program designed to identify minor issues early, support recovery at work and help employers build healthier, safer and more productive workplaces.

90%+

returned to pre injury hours within
6 sessions

12x

return demonstrated in a recent
prevention program

\$1.1m

premium savings reported by one
client

Early support changes the trajectory

A sore shoulder addressed today may be prevented from becoming a prolonged workers compensation claim tomorrow.

Prepared for employers, people leaders, safety teams and return to work professionals across Newcastle, Lake Macquarie and the Hunter.

THE BUSINESS CASE

Minor discomfort can become a major business cost

A small ache or strain can quickly affect confidence, capacity and productivity. When early support is difficult to access, the problem may progress into time away from work, a formal claim and a longer recovery journey.

FIT4WORK places an Accredited Exercise Physiologist at your workplace so concerns can be assessed early and managed around the worker, the role and the real demands of the job.

Why employers choose FIT4WORK

Catch issues early	Rapid assessment and practical support before minor symptoms escalate.
Maintain productive work	Individual advice, exercise and suitable task modifications help workers remain engaged.
Reduce disruption	Onsite delivery minimises travel and can be arranged around shifts and workflows.
Understand the return	Clear reporting provides visibility over presentations, outcomes, risks and estimated savings.
Build a healthier culture	Workers see that concerns are taken seriously and that early help is encouraged.

Your workers compensation premium should be managed, not simply accepted

FIT4WORK helps employers create an active prevention and early intervention strategy with measurable outcomes.

WHAT IS INCLUDED

A practical program built around your workplace

Early intervention consultations

Rapid assessment of new aches, pains and minor injuries. The focus is on reassurance, appropriate movement, functional exercise and clear next steps.

Onsite Exercise Physiology

Regular workplace based sessions that support recovery, physical capacity and ongoing performance without unnecessary time away from work.

Pre employment assessments

Job specific screening that considers the physical demands of the role and supports informed placement decisions.

Manual handling coaching

Practical technique coaching in the actual work environment, using real tasks and equipment rather than generic classroom instruction.

Injury prevention education

Engaging education that improves worker understanding, confidence and responsibility for health and safe movement.

Executive reporting

Monthly reporting can summarise activity, outcomes, emerging risks, claims potentially avoided and indicators of return on investment.

The program is tailored to your risk profile

Delivery may include a weekly onsite clinic, targeted work area reviews, priority access for new concerns, worker education, reporting to management and escalation pathways when a presentation requires medical or specialist review.

HOW IT WORKS

From baseline to measurable results

1. Understand the workplace

We consult with your leaders and workers to understand injury trends, physical demands, existing processes, workforce structure and operational priorities.

2. Design the service

Together we define the onsite schedule, referral pathway, scope, communication process, confidentiality boundaries and outcome measures.

3. Prevent and intervene

Workers receive timely, evidence informed support focused on function, recovery and keeping them safely engaged in work.

4. Track and improve

Regular reporting identifies utilisation, outcomes, common risk themes and opportunities for continuous improvement.

What implementation can look like

- A defined onsite day and consultation space
- A simple referral process for supervisors, safety staff and workers
- Clear criteria for early intervention, escalation and external treatment
- Confidential clinical records with employer reporting limited to agreed operational information
- Monthly review of outcomes and opportunities

Real results from workplace programs

The following results are reported from Hunter Rehabilitation and Health client programs. Every workplace is different and outcomes depend on workforce size, risk profile, participation and implementation.

2.8

average sessions before full
resolution of pain

4

workers compensation claims
avoided

\$239,043

estimated workers compensation
costs avoided

\$26,547

direct employer costs avoided

12x

reported program return

70%

injury reduction reported by
another client over 12 months

One client reported \$1.1 million in premium savings

The strongest outcomes occur when early intervention is easy to access, leaders actively support the pathway and results are reviewed regularly.

A simple way to think about value

Program value may include avoided claims, reduced treatment and wage costs, fewer lost hours, improved capacity, less travel to appointments and stronger worker confidence. FIT4WORK reporting is designed to make these outcomes visible to decision makers.

Results are not guaranteed. Any estimate of claims or costs avoided should be based on agreed assumptions and reviewed with the employer.

Workplace rehabilitation expertise with a local team

Hunter Rehabilitation and Health is a multi award winning Exercise Physiology clinic supporting individuals, employers, insurers and rehabilitation partners across Newcastle and the Hunter region.

Our team has extensive experience across workplace rehabilitation, workers compensation, motor accident injury, functional capacity, complex health conditions and return to work planning. We combine clinical care with practical communication so employers can act early and workers receive support that makes sense in the context of their job.

What you can expect

- Accredited Exercise Physiologists with workplace rehabilitation experience
- Individual, functional and goal focused care
- Clear communication and escalation pathways
- Flexible onsite and clinic based service options
- Outcome focused reporting for employers and stakeholders
- A local team committed to helping people move more and live better

Start with a free workplace consultation

We will discuss your workforce, current injury challenges, existing systems and what a practical pilot could look like. You will receive a recommended starting model with clear next steps.

Hunter Rehabilitation and Health

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Waratah and Raymond Terrace | Mobile services across Newcastle, Lake Macquarie and the Hunter

hunterrehab.com.au

FIT4WORK is a workplace health and early intervention service. It does not replace emergency care, medical diagnosis or statutory workers compensation obligations.